

To: Committee on Labor and Public Employees
State of Connecticut General Assembly

From: Carolyn K Sorkin, Ph.D.

Re: Proposed Bill No. 5210, An Act Concerning Various Pay Equity and Fairness
Matters
January Session, 2017

Date: January 30, 2017

My name is Dr. Carolyn K. Sorkin. I live at 373 Auburn Road in West Hartford CT (06119), and I have lived in Connecticut since 2003. I write to provide my strong support for Proposed Bill No. 5210, An Act Concerning Various Pay Equity and Fairness Matters.

Asking a potential employee for his/her previous salary is, and should be, irrelevant to the determination of wages for a new position. Salary should be based on an employee's qualifications (education, training, experience, and natural abilities) and on the responsibilities entailed in the position. Given that women continue to earn significantly less than their male counterparts, and that they often are passed over for promotion due to reasons ranging from pregnancy/maternity leave to traditional views of gender roles, it is incumbent upon us to ensure that salary history not be part of the negotiation for salary in a new position, whether that position reflects a move within a business or a move to a new place of employment.

The US lags embarrassingly behind its counterparts throughout the developed world in its treatment of women in the workplace. It is high time we begin to treat all employees with equity. Connecticut has the opportunity to take a leadership role in this matter. Because it is in our best interest to support talent and commitment regardless of gender, I support Proposed Bill No. 5210, An Act Concerning Various Pay Equity and Fairness Matters, and hope you will do so as well.